

## **Challenges for Change: Early Childhood and Afterschool Program Consultation, Quality Improvement & Professional Development**

### **PRODUCT: GOALS AND RECOMMENDATIONS**

**Charge:** Applying recent and emerging evidence in the research about the efficacy of various strategies in these areas, develop recommendations to apply available resources in a systemic way to identify and achieve measurable outcomes for the early childhood and afterschool workforce and for the quality of early childhood and afterschool services in Vermont.

The stakeholder group's work is not intended to supplant the Professional Preparation and Development (PPD) Committee or the Building Bright Futures (BBF) Council work. Rather, it is to consider how to align CDD investments with existing frameworks for professional development and quality improvement embedded in Northern Lights and STARS.

### **Goals for System of Professional Development & Program Quality Improvement**

#### *Overarching Goals*

- CDD resources are aligned to promote the use of the existing professional development and quality improvement frameworks embedded in Northern Lights and STARS
- Early childhood/afterschool practitioners and programs have knowledge of and use the professional development and quality improvement standards embedded in Northern Lights and STARS

#### *Key Principles<sup>1</sup>*

- Based on research of best practices
- Evaluated to ensure that professional development and quality improvement frameworks and programs are effective in improving child outcomes
- Consistent quality in professional development programs and opportunities
- Equity and consistency in access to professional development, information, and resources
- Based on consistent expectations regarding knowledge of child development among workers in the field
- Responsive to challenges and barriers workers have to accessing opportunities
- Enables progress for workers (eg apprenticeship to BA)
- Provides on-going support for programs and workforce – e.g. incentives, rewards
- Builds on the existing regional strengths
- Avoids duplication and redundancy

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<sup>1</sup> This list was generated by Challenges stakeholder group and it also supports the professional development system principles identified through the work of the Professional Preparation and Development Committee "Think Tank" subcommittee.



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## **Recommendations**

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